

CHAPTER 120

MENTAL HEALTH PROFESSIONAL EMPLOYMENT AGREEMENTS — PROHIBITED PROVISIONS

H.F. 93

AN ACT prohibiting specified provisions in agreements between employers and certain mental health professionals and including effective date provisions.

Be It Enacted by the General Assembly of the State of Iowa:

Section 1. NEW SECTION. **147.164 Mental health professionals — limitations on competition prohibited.**

1. As used in [this section](#):

a. “Employer” means a person, as defined in [chapter 4](#), who in this state employs for wages an employee.

b. “Mental health professional” means the same as defined in [section 228.1](#), and includes all of the following:

(1) Individuals who are completing their supervisory requirement under a temporary license.

(2) Licensed master social workers with a current and active supervision plan on file with the board of social work.

2. An employer shall not enter into an agreement with a licensed mental health professional that limits the location at which the licensee may practice, prohibits the licensee from contacting for professional services a person previously treated by the licensee, or imposes a time restriction on the practice of the licensee.

3. A provision of an agreement entered into between an employer and a licensed mental health professional prior to, on, or after the effective date of this Act that is contrary to [this section](#) shall be void and unenforceable.

Sec. 2. **EFFECTIVE DATE.** This Act, being deemed of immediate importance, takes effect upon enactment.

Approved June 1, 2023